J. H. Beaton

THE NEWS BULLETIN

Y.M.C.A.

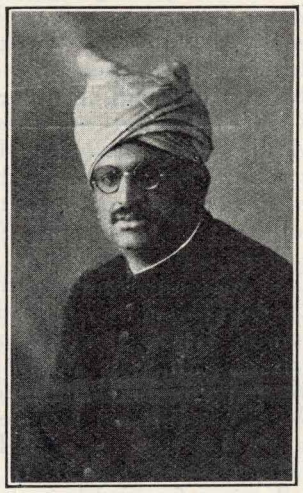
NATIONAL COUNCIL OF YOUNG MEN'S CHRISTIAN ASSOCIATIONS OF CANADA

40 COLLEGE ST. TORONTO ONT.

VOL. 7 JUNE 1931 NO. 5

FIFTEEN HUNDRED STRONG

THEY come! Already some are on the ocean. Others are making final preparations. The anticipated journey to Canada and the United States to attend the 1931 World Conferences is being realized. Three hundred older boys, some in their Scotch kilts, some with Indian turbans, some dressed in their Chinese and Japanese gowns—from the northlands and from the southern hemisphere — are coming, making the journey which to many an adult remains an unfulfilled dream. Young men of all walks of life, clerks who have been given six weeks vacation, largely at their own expense, youth of industry, students in the schools and universities, are also in this throng of youth setting out on a pilgrimage to Toronto and Cleveland. Older men but still young in spirit and interest are on the way. Some are philosophers, some professors, some theologians, some business men, some pastors, some working men, and many employed secretaries of the Young Men's Christian Association who are coming together to share, in times like these, their common problems, experiences, and faith. Leaders of thought and action in the religious world will be there. The list of speakers who are to take part at the gatherings at Toronto and Cleveland includes men of vision, faith, experience, and accomplishment. Among some of these are the following: Dr. John R. Mott, President of the World's Alliance, and known to everyone; Dr. Eric Stange of Germany, the leader and guiding genius of the second largest national movement in the World's Alliance; Dr. Julio Navarro Monzo, a leader in thought life throughout South America, of whom one writer states, "His deep religious experience and faith forged out of the furnace of life, his intense love both of Christ and for the young men of Latin America, his great ability as a scholar and philosopher, render him one of the greatest finds for the Young Men's Christian Association in the history of the South American movement." Toyohiko Kagawa, the St. Francis of Japan. Reared in wealth, he is today, in spite of physical handicaps, giving his life to the working class and to the poor of his entire nation. He will speak both in Cleveland and in Toronto.



MR. B. L. RALLIA RAM
General Secretary, National Council Y.M.C.A. of India.

Other speakers include, Behari Lal Rallia Ram, National General Secretary, and one of the most influential of the younger Christian leaders of India. Dr. T. Z. Koo, of China, Dr. Emanuel Radle of Czechoslovakia, Dr. Albert Sibille of Italy, Dr. John A. Mackay of Mexico, Hugh Cedergreen and Bishop Rahe of Sweden, H. Lightbody of Scotland, and F. J. Chamberlin of England.

Seldom, in the seventy-five years of the World's Alliance has such an array of youth and leaders been brought together for as long a time to consider the World's Work of the Young Men's Christian Association.

Toronto Assemblies

For eighteen months local groups and national movements have been studying some of the current problems which are confronting the Young Men's Christian Association in its work with boys and young men. The findings of these studies will be brought together for further consideration at two assemblies in Toronto, one for young men and workers with young men and the other for older boys and workers with boys.

The opening session on Monday night will probably be a joint meeting with the Young Men's Assembly at which Dr. John R. Mott, the Chairman of the two assemblies, Dr. Eric Stange of Germany and Russell Dingman of Canada, will speak on the significance of the World gathering. The roll call of nations will be responded to by representatives of over forty-five countries. The theme for the first day is the aim of boys' work. During the morning this varied group of leaders will seek to discover, as they divide into many small groups, the underlying purpose and aim of Young Men's Christian Association work with boys. That evening Mr. E. M. Robinson, who according to one careful student of world affairs, "has next to Baden Powell done more for the boys of the world than any single man," will address the assembly on "The Abiding Principles of Work with Boys." Wednesday the theme for the day is "Helping Boys to Find God." The discussion groups in the morning will give an opportunity to the older boys and men of different nations to share with each other along the line of deepest experiences. In the evening two great messages will be given, one by T. Kagawa of Japan, and the other by Udo Smidt of Germany. The theme for the day on Thursday has to do with our methods

DR. JULIO NAVARRO MONZO
South America

and technique of work. That evening an international camp fire will be held for the boys of Toronto. On Friday the workers with boys will discuss the problem of leadership while the older boys face together some social and international questions. In the evening Dr. John R. Mott will speak to the conference on the "Cost of Leadership." On Saturday both boys and men are to consider together the world task of the Young Men's Christian Association with boys. On Sunday morning the two assemblies will meet together for a worship service while in the evening the delegates to the Boys' Workers' Assembly will light from the fire of friendship their torches of good will as they resolve to go out to the uttermost parts of the earth inspired with a new vision of Christian fellowship and determined to work for peace and good will among men.

To many, the Demonstration-exhibit, is one of the most interesting features of the Assembly. Here boys and men will share with one another and participate in a variety of activities which have proven to be of great value in their work with boys. Leaders have already been secured who can teach Indian lore, sculpturing, photography, and eight or ten other subjects. To others the seminar periods will be of major interest. Groups of from thirty to forty men composed of delegates from both Assemblies will meet regularly to consider together some of the trends of thought in psychology, science, theology, religious education, sex, sociology, and in the international field, which have a bearing on our work with boys and young men. Another feature of both assemblies will be the music, in addition to various national choirs and choruses, the Fiske Jubilee Singers will be present at both Toronto and Cleveland.

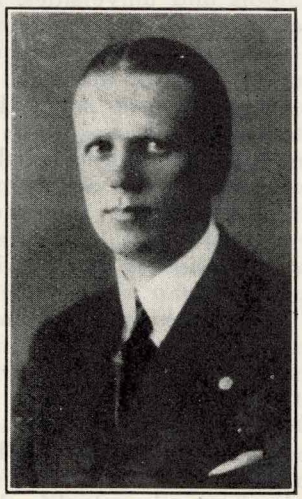
Underlying the whole program, there is the hope that these men and older boys can look forward for a period of at least five years when the next World's Conference is anticipated and decide upon a policy for boys work which will help every national and local leader to become aware of his opportunity in a growing and important world movement. It is the prayer of many that God will use this occasion to speak to the leaders and members of the Young Men's Christian Association.

Young Men's Assembly

Perhaps even more significant, if that were possible, to the life of our Association movement than the Boys' Workers' Assembly, is the first World's Assembly for Young Men. It is during the years between 19 and 25 that literally thousands of the members of our organization find themselves adrift in a world where the economic, political, and spiritual conditions are in such a turmoil that there seems to be no clear way. Under the general theme of Youth's Adventure with God and the World's Task of the Young Men's Christian Association with young men, this assembly will consider not only the content of a young men's program but also the method of organization by which it can be successfully carried on in both large and small cities and rural areas.

On the opening night the delegates to the Young Men's Assembly will probably meet in a joint session with the Boys' Workers' Assembly. On Tuesday and Wednesday the small discussion groups in the morning will consider the general theme of the Reality of God and Jesus Christ in relation to Modern Materialism. Each afternoon in their groups the delegates of this assembly will take part in the seminars or in the technical groups which will consider together the Association program and organization in the large cities and the rural areas. Tuesday evening an address will be given on the United States and Canada. It is hoped that this address with the use of pictures will help the delegates from other nations to understand better the life of youth in the United States and Canada. On Wednesday evening, the Young Men's Assembly meets together with the Boys' Workers' Assembly. Thursday, Friday, and Saturday mornings the following five subjects will be considered by different groups: (1) The Reality of God in the Sexual and Family Life; (2) In Cultural Growth and the Development of Life; (3) In Sport and Play; (4) In the Economic Life of Youth; (5) In the National and International Life.

During the evenings the delegates will visit some of the local work in Toronto and also meet to consider in plenary sessions the results of the discussions of the day and their bearing upon the future policy of the Association in its work with young men.



MR. HUGO CEDERGREN
General Secretary, National Council Y.M.C.A. of Sweden.

It is the hope and prayer of those who for months have been planning this assembly that this gathering will mark a new era in work with young men in the Young Men's Christian Association. The experience of the last seventy-five years will not only be focussed on this occasion but the definite task just ahead for the next five years will be given serious consideration by all the delegates. These are days in which a world movement needs to face squarely its responsibilities and its special objectives.

The Twentieth Conference

As the delegates from Toronto move on almost en masse to Cleveland to participate in the Twentieth World Conference of the World's Alliance and in the Forty-third International Convention of North America they will do so as a group who have lived and thought together in world terms for at least a week. They will bring to bear upon the tremendous problems which face the World's Alliance, not only their national experience, but some of the results of their seven days together. The Twentieth World Conference meets in America for the first time. According to Dr. John R. Mott "each one in the long series of World Conferences stretching over three-quarters of a century has made a great contribution to the constructive forces of the world. but this one in Cleveland will minister to a deeper and wider need than any of its predecessors."

Under the same general theme of Youth's Adventures with God and the World Task of the Young Men's Christian Association, the business sessions, the sub-committees in their discussion and resolutions, and the platform meetings will be centered on three major themes, namely, (1) the Message of the Association to Youth, (2) Its Leadership of Youth, with special regard to volunteer and secretarial leadership and membership and (3) the Association's mission to youth, especially along the lines of international, inter-racial, intercultural and industrial relations. In addition to stirring addresses from some of the men mentioned above, Reinhold Niebuhr, Dr. Rufus Jones, Bishop McDowell, of the United States, Dr. Maltby of England, a leader of the Greek Orthodox Church, and others will address the Conference. Among some of the subjects which will be presented at the platform sessions are the following: Youth's Adventure with God; Has Life a Meaning?; The Living God; Fellowship with God; The Crises of Society; The Resources of Christian Achievement of Christ for the World; The Transfigured Life; The World Task of the Young Men's Christian Association.

The Forty-Third International Convention

Paralleling the World's Conference for at least three days is the Forty-third International Convention of the United States and Canada. Delegates of this convention will meet jointly with the World's Conference in the devotional and platform periods. At other times they will meet together to consider five major problems which confront the North American movement today. They are: Giving Meaning and Significance to Membership; The Religious Emphasis, The Spiritual Message and Purpose of the Movement; The Relation of the Young Men's Christian Association to Challenging Social Trends and Issues; The Foreign Work Program and Policy of the North American Associations; Significant Findings of the Toronto Conferences.

"Instead of Christianizing nations we have nationalized Christianity."

—Dr. S. Parkes Cadman.

World Service

Our Financial Situation. We have received at Toronto up to June 22nd a total of $10,241. Up to the same date in 1930 we had received $6,044. This year's figures includes $700 in new or additional money. The balance beyond last year's figure is in earlier payments which, of course, means that we are to that extent cutting down interest on borrowed operating expenses.

This year in the United States several very large contributions will not be obtainable, which for years the Foreign Division has received regularly. A number of our Foreign Secretaries are being brought home whom we thought in January might be saved to further service abroad, because the Foreign Division is determined not to prosecute this work with annual deficits.

Yet at this Moment the reports of the effectiveness of our work abroad are more strikingly encouraging than ever before. The Associations in China during this last winter have received a financial backing and a strong secretarial and lay leadership, city by city, greater than during the past decade.

For instance, Shanghai asked for $50,000 and secured $64,000. There is no longer any question about how much the Chinese value their own Associations. In Japan, many who know the situation think our work is about completed there, that the Japanese are now almost ready to carry on without our help. In countries like India, Egypt, Palestine, South Africa, and Czechoslovakia, the Association is said by observers to be an essential and fruitful agency for goodwill and understanding. In Greece, China and among the Russian emigres, the Association, standing as it does for a sane, aggressive cooperation between all classes of a community, has been and is increasingly a bulwark against forces which stand for classed war and international injustice. Canadian business men on every hand are saying that this work abroad, which is challenging the best men of each city and country to become aggressively unselfish, is one of their most prized investments.

When an enterprise has an excellent programme, an able, trained staff and is yielding larger and larger dividends, a time of depression such as the present is certainly not the time to slow down activities to the extent of jeopardizing the whole structure. This is the time to press forward toward the completion of our task, country by country, and the only way to do this is to keep the matter, financially and otherwise on our motor nerves.

Personal. Dr. John Mackay of our Foreign staff in Latin America has recently visited Toronto, Ottawa and Montreal. He makes a very clear case that the present spiritual awakening in those countries is creating a far larger opportunity for the Association than has ever before been possible.

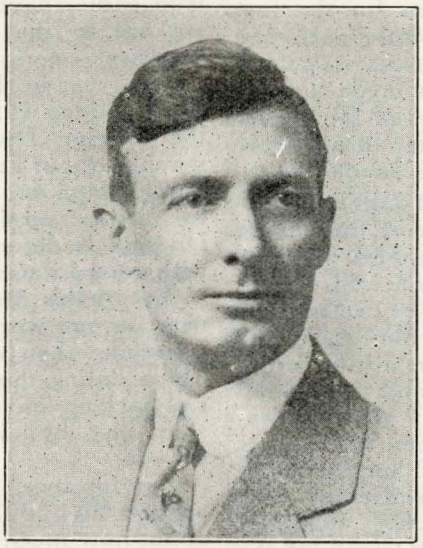
J. H. G.

Whither Bound in the Y.M.C.A.

Measurement of Y.M.C.A. Productivity

LESTER W. BARTLETT
Director of Research, Y.M.C.A. College, Chicago

WE assume at the outset that Y.M C.A.s like commercial institutions, offer goods which persons recognize as having value. The goods of Y.M.C.A.s, however, are spiritual and educational in character and not offered for profit. Persons come to the Y.M.C.A., bring others, contribute to its support, read about it, take responsible part in its activities, and in other ways express favorable response. Since the beginning in 1844 friendly regard for the Y.M.C.A., from which such responses arise, has been good. There must have been something satisfying to human needs in those first meetings under the leadership of George Williams, since the number of young Christian men who responded increased rapidly (from over 62,000 in 1880 in United States and Canada to over 1,000,000 in 1929). And the movement early became international. Viewed historically the Y.M.C A. has had a remarkable growth.



DR. LESTER W. BARTLETT
Y.M.C.A. College, Chicago, Ill.

The productivity of an institution, commercial or otherwise, rests ultimately upon values received. What Y M.C.A. values are to persons as individuals or groups cannot be easily identified. Many claims are made Character is built, personality rounded, mind and muscle co-ordinated, fellowship developed, life purposes created, adjustments made. But the nature of the satisfaction to the individual is not always clear. One person, for instance, gets a physical thrill from a swim, another fellowship with others, a third increased feeling of personal worth. The accumulated satisfactions, of whatever kind, are the essence of Y.M.C.A. influence and the measure of its productivity.

There is probably a direct relationship between Y.M C.A. potential and the influence of the Y.M.C.A. upon the lives of boys and men. Pounds pressure of steam, voltage of electricity, whatever the equivalent of these potentials in spiritual and educational power gives strength and impress to Y.M.C.A. impact. Who has not felt as he entered one Y.M.C.A. a laissez faire, mediocre atmosphere. people doing things but apparently to no end; as he entered another, an atmosphere of purpose permeating the entire enterprise, sincerity of belief in the worthwhileness of the endeavor, and skill in its execution. In one, potential is high, discharging into every activity, in the other potential is only enough to keep the enterprise going.

Measurement of Y.M.C.A. productivity

Various ways of measuring Y.M.C.A. productivity have been proposed or practiced: number of men of strong social and religious leadership that emerge from Y.M.C A. experience; issues which the Y.M.C.A. rallies folks around; changes in attitude, ideals, and purposes; individual needs provided for; methods of working together, etc. These can be tabulated roughly in terms of meetings, decisions, attendance, shifts, achievements, etc., and an estimate of productivity thus obtained. Considerable progress has been made in recent years in the application of measurement in Y.M C.A.s, especially in the use of knowledge, attitude, and behavior frequency tests. The efforts are familiar to us. They include studies of Hartshorne, May, Watson, Dimock, Sonquist, Herring, and others. They pertain to camp practices, boy interests, character traits, attitude toward war, prohibition, etc., changes in adolescence, evaluation of activity. The Year Book of the Y M.C.A. Conference on Research, 1930, contains briefs of 224 studies in the Y M C.A., many of which include methods of appraisal, survey, and measurement of progress. One concludes that the Y.M.C.A. is applying more and more scientific processes and making a sincere effort to understand the worth of its work.

Measurement of Y.M.C.A. Goodwill

This paper does not permit discussion of the measurement of Y.M.C A productivity in its various aspects. Let me direct attention to a study of one aspect which the writer has been conducting for three years with the aid of a graduate student. It is a study of the measurement of community attitude toward the Y.M.C.A. with special reference to eight Y.M.C A.s in cities of 50,000 to 100,000 population, located in the north central state. The study recognizes that the Y.M C.A., like other institutions,

depends for its life upon the attitude of persons whom it seeks to serve, i.e., upon its goodwill, reputation, prestige.

Friendly regard, which is one of the major characteristics of goodwill, disposes persons to respond favorably toward the object Business defines such responses as patronage and recognizes two kinds—consumer patronage that utilizes goods, and financial patronage that supplies credit or contribution. We assume that Y.M.C.A. patronage, if favorable, is reflected in certain responses—the number who come, persist in coming, come from a distance, contribute toward support of, read about, and associate with in positions of responsibility.

Goodwill, like temperature with which it may be compared, is an abstract, but the measurement of temperature is no longer questioned. Prior to the use of the thermometer temperature was compared as warm or cold,—a more or less type of judgment was used. Finally, it was observed that variations in temperature produced in certain elements a corresponding change, for instance in iron, water, alcohol and mercury. The behavior of these elements led to the concept of degrees which are now used to register changes in temperature They convey in a convenient and reasonably accurate way the condition of temperature. A warm day is not so concrete and serviceable as 95 degrees. Experiences have been associated with 95 degrees that give meaning to it when that degree of temperature is mentioned. The degrees on the thermometer, therefore, are the indices by which temperature is measured. This parallelism suggests the problem that confronts us in the measurement of goodwill. It has been spoken of in a more or less type of judgment; it is favorable or unfavorable. Instruments and indices are necessary to measure more accurately and conveniently the changes in friendly regard or goodwill. As with temperature such indices are to be found in the observable effect goodwill has upon objects that are measurable. Particularly will this be found in the conduct of individuals coming to, participating in, giving to, taking responsibilities in, bringing others to, etc. For instance, it was found that 4.2% of the male Protestant population 12 years of age and over in the eight cities studied were in Y.M.C.A. membership. Other factors being equal, City D with 6.6% in Y.M.C.A. membership, showed a greater response

The productivity of a Y.M.C.A. is affected to some degree by city factors such as mobility of population, ability to give, location of industries, presence of barriers, business conditions, welfare-mindedness (attitude toward welfare services), racial and religious composition. Each of these factors were examined in relation to the goodwill responses, norms determined for the eight cities, indices derived for comparison, and correlations made for estimating influence.

General observations

We can summarize only a few of the findings of the goodwill study. The material will be available in published form later. Among the major observations are these:

(1) That historical goodwill of a Y.M.C.A.—past performance, reputation, prestige—contributes largely toward present productivity. This fact rests upon the principle that persons tend to frequent customary places for services which they have found satisfactory.

(2) The appearance of the building, including up-to-dateness, color harmony, comfort, convenience, atmosphere, bears a direct relation to the productivity of a Y.M C A. The appearance also correlates with the age of the building. The influence of the appearance factor is probably heightened by the general current desire for novelty.

(3) The equipment of the staff in terms of years of experience, years of education, years in present position, in general shows no positive relation to productivity. This seems to indicate that education and experience in terms of years only is not a determining influence. Other qualities besides mere time exposure are the determinants of one's productivity.

(4) The productivity of the Y.M.C A. among Protestants seems to be more difficult in communities with a large Catholic and industrial population. The factor giving rise to this observation may be industrial rather than religious since the Y.M.C.A. draws membership more readily from the average economic population, which is more Protestant, than from the industrial class.

SHOOTING STRAIGHT.

Productivity depends largely upon a clear conception of the aims we are trying to accomplish. How adequate are the following statements as a description of the aims of your Y.M.C.A.?

1. **To offer young men and boys the opportunity for participation in a wide range of recreational activities and vocational interests and to help them acquire the knowledge and skill necessary in this connection.**
2. **To lead young men and boys to an appreciation of beauty in its various forms—in music, art, nature, social life, religion, etc.**
3. **To help young men through discussions, forums, etc. to discover the meaning of Christianity in terms of the knowledge and needs of modern life and in the light of this discovery to face the question of their personal commitment to the Christian way of life.**
4. **To aid young men in the development of social insight and concern to the end that they may recognize the significant human issues of their time and be eager to seek for their solution.**
5. **To provide young men with such knowledge and guidance as will help them adjust satisfactorily in such relationships as vocation, marriage, church life, civic life, etc.**
6. **To afford young men the opportunity of participation with others in experiences calling for self-reliance, initiative and ethical discrimination in order that they may be equipped to walk sure-footed in a changing world.**

(5) The size and spread of a city affects productivity since the drawing power of a Y.M.C.A. decreases with distance from the building.

(6) The recurrent cycle of business as registered in membership and income influences Y.M.C.A. productivity very greatly. The amplitude obtained in Y.M.C.A. membership is approximately 15%; in income approximately 20%.

The foregoing consideration of productivity measurement may seem cold, applying the yardstick and micrometer to educational and spiritual values, and some will have the feeling that Y.M.C.A. service will lose its virtue at the moment it is subjected to measurement. I see the Y.M.C.A. pioneering and experimenting in its program, constantly evaluating its experiences, constantly sensitive to fundamental human needs. I visualize the functioning of the Y.M.C.A. as revealed in the extent to which folks are drawn to it, support it, and are active in advancing its purposes. Productivity measurements are not cold unless ends in themselves. They may be avenues to a clearer understanding of the life and influence of the Y.M.C.A. in its community.

SUMMER SCHOOL AND STUDY CONFERENCE

Applications are coming in steadily for the Summer School and Study Conference, and it would appear that, in spite of earlier misgivings, a satisfactory enrolment may be expected.

Since the folder was printed a new course has been added for physical directors, namely, "Basketball Coaching" by Lou Davies of the Detroit Y.M.C.A.

Considerable interest has been expressed in the course by Mr. Henry F. Busch on "The Functions of Social Agencies in the Modern Community." In this course special attention will be given to the problem of what the Association can do to help young men in the present business depression. Some feel that the situation constitutes a national emergency to which the Association should respond as it did in 1914.

THE Y.M.C.A. AND DISARMAMENT

In view of the nation-wide effort being made by the Canadian Y.M.C.A s at the present time to secure signatures to the Disarmament Petition, the following deliberate statement made recently by Dr. Harry Emerson Fosdick should be given the largest possible publicity:

"I hate war. I hate war because I have seen it. I hate war for what it does to our men. I have seen them come in freshly gassed from the front line trenches. I have watched the long, long trains loaded with their mutilated bodies. I have heard the ravings of those that were crazed and the cries of those who wanted to die and could not. I hate war for what it forces us to do to our enemies, slaying their children with our blockades, bombing their mothers in their villages, and laughing at our breakfast tables over our coffee cups at every damnable and devilish thing we have been able to do to them. I hate war for its consequences, for the lies it lives on and propagates, for the undying hatreds it arouses, for the dictatorships it puts in the place of democracies, and for the starvation that stalks after it. I hate war, and never again will I sanction or support another."

It is impossible to exaggerate the gravity of the present world situation. There are rumours that sinister forces are at work to postpone still further the Disarmament Conference scheduled for next February, or to nullify its effects. The marshalling of public opinion through the use of a petition may be the deciding factor in determining the outcome. It is hoped all Associations will press forward their effort to secure signatures. The petition will be used as part of an impressive ceremony at the approaching World's Assemblies and will later be forwarded as an expression of the sentiment of the Young Men's Christian Association to the Disarmament Conference.

The Work in Local Fields

The local committees and staffs since the first of the year have been facing up to some of the most difficult and challenging conditions in their history.

They have courageously met these new conditions, making essential adjustments by reducing overhead consistent with a vital and progressive program of service to the men and their families.

The Railroad Secretary within the last month has had vital contacts with the following local Associations: Mimico, East Toronto, Niagara Falls, Capreol, Chapleau, White River, Schreiber, Kenora, Cranbrook, Field and Revelstoke, and has found that everything considered the work is in a healthy condition. He has also been privileged to have conferences with executive officers of both Railways at Winnipeg, Vancouver and Toronto. Helpful contacts were had with Division officers at Schreiber, Kenora, Medicine Hat, Calgary, Field and Revelstoke. The Company representatives continue to give our work the finest kind of practical co-operation.

Work with Younger Men

Reports recently to hand from the eight Crest Clubs scattered across the country from Montreal to Vancouver indicate that real success attended the efforts of the Clubs the past season along social, educational and character building lines. The officers of these Clubs are much gratified and the Railway officers concerned express deep satisfaction.

A Special Educational Enterprise

Through the efforts of Mr. George Hodge, Manager Department of Personnel, Canadian Pacific, Montreal, and Chairman of our Railroad

Department Committee, and the co-operation of Colonel Bovey of McGill University, a series of twelve illustrated lectures were given the members and their friends as well as the school children and citizens generally at the following Railroad Y.M.C.A. centres on the C.P.R.: Cartier, Chapleau, White River and Schreiber. These lectures, carrying as they did much educational value, were well attended and greatly appreciated. Colonel Bovey has just completed a visit to these points, kindly making an address in each place and conferring with the local officers and committees respecting plans for a continuance of the course another year.

PERSONNEL CHANGES

RESIGNATIONS

*John Andoff, Boys' Work Secretary, Guelph, Ont., June 1.
Harold Buck, Asst. Boys' Sec'y, Broadview Br., Toronto, Ont., July 1.
Geo. Christensen, Asst, Sault Ste. Marie, Ont, June 15.
Murray I. Corbett, Phys. Dir., Moncton, N.B., January 31.
Jas. A. Farquharson, Asst., Capreol, Ont., May 31.
Fred. Gardener, Asst. Physical Director, Calgary, Alta., April 1.
*Ronald Hanagan, Boys' Sec'y, Galt, Ont, July 1.
Ed. Lawlor, Program Sec'y, Winnipeg, Man., April 30.
Kenneth McCaskill, Asst. Membership, Winnipeg, Man., April 30.
*Dan McCuish, Boys' Work Sec'y, Halifax, N.S., Sept. 1.
G. Norman Perry, Boys' Secretary, Brantford, Ont., May 1.
P. Perryment, Phys. Director, Sault Ste. Marie, Ont., June 15.
Roy D. Smith, Young Men's Sec'y, Saint John, N.B., April 30.
R. J. Smith, Physical Director, North Br., Montreal, Que, February 15.
R. G Wallace, Desk Sec'y, Moose Jaw, Sask, April 30.
John J. Watts, Assistant, Kitchener, Ont., June 15.
*Harold T. Williams, Boys' Work Sec'y, St. Catharines, Ont., Sept. 1.

* Going to College.

NEW MEN

Curtis Chipman, Young Men's Secretary, Saint John, N.B., Sept. 1.
Ed. H. Devitt, Boys' and Physical, Guelph, Ont., Sept. 1.
Neil Matheson, Physical Director, Charlottetown, P.E.I., Sept. 15.
E. Lloyd Merrill, Boys' Work Secretary, St. Catharines, Ont., Sept. 1.
Walter D. Stewart, Assistant, Saint John, N.B., June 15.
G. Ernest Trueman, Associate General Secretary, Montreal, Que., August 1.

STAFF INSTITUTES IN WESTERN CANADA

Three western provinces—Saskatchewan, Alberta, and British Columbia—each held staff training institutes during the past month. With the exception of the railroad Y.M.C.A.'s, every Association was represented, and twenty-eight out of a total group of thirty-five secretaries attended. The institutes lasted for from two to three days, and the topics in each case related to the general theme "Improving our workmanship as secretaries."

A report from the secretary of the British Columbia conference state: "Careful preparation by the leaders and active participation by all the secretaries, together with a wonderful spirit of fellowship, made the institute an outstanding success."

From Saskatchewan a similar report says "The results were so worthwhile that we have decided to make such conferences an annual event."

The Secretary of the Personnel Division of the National Council was present at each of the institutes and assisted in the program.

MONTREAL DIRECTORS HONOR DR. BEST

The Metropolitan Y.M.C.A. Board of Directors of Montreal, of which Dr. E. M. Best has been a member for the past eleven years, tendered a dinner to him on Monday evening, June 15th, at the Mount Stephen Club, on the occasion of his resignation from that body preparatory to his taking up the position of General Secretary of the National Council on July 1st.

DR. E. M. BEST

Colonel Gerald Birks, the President of the Montreal Young Men's Christian Association, presided, and in addition to the Montrealers present, Mr. H. M. Peacock, Chairman of the Executive Committee of the National Council, Mr. Chas. Bauckham, Treasurer of the Council, and Mr. H. Ballantyne, General Secretary, were guests.

Colonel Birks and Mr. Peacock gave addresses expressive of the high personal qualities and professional career of Dr. Best, and signified their belief that he was the man of the hour for the important place of leadership to which he was being invited as General Secretary of the National Council Y.M.C.A. of Canada. The Chairman presented him with a club bag, a brief case, and a golf bag as reminders of the esteem and affection the Montreal Y.M.C.A. Board felt for him.

Dr. Best in his reply said that he was incurably a Y.M.C A. man, although of late years his official duties had been in another field, and stated that

while he would not yet endeavor to indicate his opinions as to the place of the Association in Canadian life he believed that two immediate tasks confronting the organization were: Helping to build up morale in young men during these days of unemployment and economic stress, and emphasizing individual service to them in matters of personal religion and its place in life.

BOOKS FOR SUMMER READING

A man's usefulness to his fellows is commensurate with his power of indefinitely prolonging his own education. If Genius is an infinite capacity for taking pains, Efficiency might equally be called an infinite capacity for taking mental nourishment. We must never stop educating ourselves, or we tend to become what St. Paul, the great epigrammatist, called mere "cumberers of the ground."

—Earl of Bessborough, in Convocation Address at McGill University, May 29, 1931.

Paul the Christian—Published by R. R Smith, $2.00. This book is by the same anonymous writer who wrote "By An Unknown Disciple," and is equally fascinating to read.

Since Calvary — Lewis Browne — Macmillan, $2.50. A Christian church history which is achieving the rank of a best seller. It is lucidly written, challenging in its unorthodoxy and yet essentially true.

The Enduring Quest—H. A. Overstreet—Norton, $3.00. In this book the author of "Influencing Human Behavior" and "About Ourselves" reviews the progress of modern science and develops its implications for religious and social thought. It is written for the layman but is not superficial. There are few books that will do more to help you feel at home in the world of modern thought.

Which Way Religion? — Harry F. Ward — Macmillan, $2.00. H. E Luccock states that of all the writings of Dr. Ward this is "by far the most powerful, both in the sharpness and penetration of its estimate of present trends (in religious thought) and in its deep religious note."

Pathways to Certainty—W. A. Brown—Scribners, $2 50. Dr Brown is not only widely recognized as a leading theologian; he is also highly valued as a friend of the Association. In this book he attempts with characteristic vigor and clarity to meet the "uncertainty" of writers like John Dewey and Walter Lippman. It will be welcomed by those who are seeking for religious re-enforcement.

Towards a New Economic Order: A Program for students—Council of Christian Associations, 600 Lexington Ave., New York City, 15c. This pamphlet was prepared by a commission of the Student Divisions of the United States Y.M.C.A.-Y.W.C.A. and supplies excellent material for study group work. Topics dealt with include the ethics of income and expenditure, the relation of students to industry, and Christian ideals applied to our economic society.

Morals of Tomorrow—Ralph W. Sockman—Harper Bros., $2.50. "The Church," says the author, "must approach moral situations with the candor and open-mindedness shown by the scientist entering his laboratory." And this is what his book attempts to do. The first half is a review of moral thought and practice in the world today. The second half outlines a theory of morals to meet the situation; at once rooted in human nature and energized by religion. Dr. Sockman has made a notable contribution to our thinking in an area where there is much confusion and some skepticism. The writing is brilliant.

This New Education—H. H. Horne—Abington Press, $2.00. Dr. Horne like Dr. Brown is an old friend of the Y.M.C.A. and has been a number of times a welcome member of the faculty at Couchiching. In this book he looks at the changing scene in the three related fields of education, morals, and religion, and has some penetrating comments to offer regarding modern tendencies. One stimulating chapter is entitled "Some limitations in Doctor Dewey's Educational Philosophy."

America's Way Out — Norman Thomas — Macmillan, $2.50. This book by the acknowledged leader of socialism in the United States is worth the attention of Canadians who are puzzled as to what **our** next step should be.

Straight and Crooked Thinking — Thouless — Hodder Stoughton. This is a practical guide to straight thinking by an eminent Scottish psychologist. It is very enjoyable reading.

National Defence — Kirby Page — Farrar and Rinehart. Logically arranged like a legal brief and with a wealth of good material hung on each point. This exposé of the causes of war, summing up of its actual results, and discussion of its prevention should be read by every thinking person interested in the preservation of civilization on this planet

Creative Camping—Joshua Lieberman—Association Press, $2.00. Association men interested in camping—and who is not?—should study this account of an intelligent experiment in applying educational psychology to a modern camp for boys and girls. Certainly every Association should have a copy in its technical library.

Human Nature and Management—Ordway Tead—McGraw, Hill. This excellently written book applies the principles of psychology to the work of the business executive. There are chapters on creative leadership, morale, group action, and training, which are equally applicable to the general secretary. The psychology is sound and the applications practical.